

## **Recommendations for the Development of Cultural Competency Standards for Vermont Educators**

Presented by Anne Bordonaro, Bob Gross, Deb Giles, and Mary Beth McNulty

### **VSBE Action Plan**

**Strategy 2.5:** Develop and implement cross cultural competency standards for educators in response to the changing nature of Vermont's student population.

**2.5.1** Explore current standards for cross cultural competencies.

**2.5.2** Develop cross cultural competency standards for pre-service and relicensure.

**2.5.3** Implement cross cultural competency standards for pre-service and relicensure.

### **EQT Goal**

Support the VSBE in the development and implementation of cohesive cultural competency standards by coordinating our efforts in order to have a greater impact on the field.

### **Strategies and/or Available "Levers:"**

- Results Oriented Program Approval Process
  - Worked with the ALANA organization to revise standards related to diversity that were adopted in 2007. These standards are in place for the current round of ROPA reviews which began with Middlebury College in 2008.
  - Level I Licensure Portfolio was also revised to promote greater reflection on the needs of diverse learners throughout the portfolio. The Design Team has determined that future iterations of the portfolio will need to strengthen candidates' reflection on English Language Learners specifically.
- 16 Principles
  - The Interstate New Teacher Assessment and Support Consortium (INTASC) is in the process of revising their core standards upon which our 16 Principles are based. This process should be completed by April 2010. EQT would like to offer "comments" on the existing standards as part of this revision process. Once INTASC completes its work, EQT will review Vermont's existing Principles to determine their alignment with the new INTASC standards and with cultural competency model standards and propose revisions to the Principles as necessary.
- Administrator Endorsements
  - ISLIC (the Interstate School Leaders Licensure Consortium) very recently revised their standards for school administrators upon which Vermont's General Administrator Competencies (GACs) are based. EQT will review Vermont's existing GACs to determine their alignment with the new ISLIC standards and with cultural competency model standards and propose revisions to these competencies as necessary.
- Statewide Professional Development Plan
  - Preliminary stages. The DOE is involved in an internal professional development process of evaluating its own work in a number of areas. A number of EQT staff members are working as part of the External Professional Development Group to develop a plan for a statewide professional development system. Cultural competency would be one possible focus of such a system.

**Coordinating Ideas/Understandings to Be Used in Each Strategy:**

- Language should be consistent across each strategy
- Work from model standards (Brown document, NCATE, INTASC, etc.)
- No single standard will sufficiently address cultural competency
- The needs of English Language Learners will need to be highlighted
- Incorporate central ideas from Transformation initiative
  - Individualization or personalized learning
  - Whole community involvement
  - Social and cross-cultural skills
  - Global citizenship